GOVERNMENT OF INDIA
PERSONNEL,PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA

UNSTARRED QUESTION NO:3689
ANSWERED ON:16.08.2000
SURPLUS EMPLOYEES
RAMJI MANJHI;RASHID ALVI

Will the Minister of PERSONNEL,PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) whether the Government are aware of the affairs in majority of Government public sector, semi-Government institutions run entirely on Government grants, where the work culture has totally disappeared as reported by TOI June 29, 2000 and as seen by countless independent persons specially in Delhi;

(b) whether this serious situation has arisen partly by appointment to senior positions being made through influence, supercession of professionals by the IAS Officers in technical jobs and general lack of principles of good Governance; and

(c) whether the Government propose to take immediate corrective steps and ensure accountability and remove surplus and non performing employees at the earliest?

Answer

THE MINISTER OF STATE FOR DEPARTMENT OF ADMINISTRATIVE REFORMS AND PUBLIC GRIEVANCES IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRI ARUN SHOURIE)

(a) & (b): The Government has seen the report published in the Times of India dated 29 June, 2000. It appears that an attempt has been made to generalize on the basis of an isolated experience in a particular office of the Government. The conduct of the Government servants including those in the Public Sector Undertakings is governed by a set of instructions issued from time to time and all cases of the violations of the conduct Rules are dealt with in accordance with these instructions. As far as the employees of the Public Sector Undertakings are concerned, they are governed by the Conduct, Discipline and Appeal (CDA) Rules of the respective Undertakings based on the model CDA Rules prescribed by the Government. The Vigilance Wings of the Undertakings are headed by Chief Vigilance Officers who are appointed in consultation with Central Vigilance Commission.

Appointments to top management posts in various Public Sector Undertakings are made on merits, with the approval of the Appointments Committee of the Cabinet, based on the recommendations made by the Public Enterprises Selection Board (PESB). The policy of the Government is to appoint, through a fair and objective selection procedure, professional managers in these Undertakings. Professionalisation of Boards of management of Public Enterprises is one of the thrust areas of public sector reforms. Necessary guidelines have been issued by the Department of Public Enterprises to provide that outside professionals are inducted on the Boards of PSEs in the form of part-time non-official Directors whose number should be at least one-third of the actual strength of the Board. The guidelines also envisage that the number of Government Directors on the Boards should not be more than two.

(c): Clause (j) of F.R. 56 and Rule 48 of the Central Civil Services (Pension) Rules, 1972 confer on the Government an absolute right to retire a Government servant in public interest after he has attained 50/55 years of age or rendered 30 years of qualifying service, by giving him a notice of not less than 3 months in writing or pay and allowances for 3 months in lieu of such notice. The objective of these special provisions is to improve efficiency and strengthen the administrative machniery at all levels of the Government and to provide clean administration. Similar provisions exist in the All India Services (DCRB) Rules, 1958 in regard to members of All India Services. In terms of these Rules, a review is conducted to adjudge whether a Government servant is fit or unfit to be retained in the Government service. Moreover, the Government have also introduced the Freedom of Information Bill, 2000 in the Lok Sabha in order to ensure higher level of transparency and accountability in the Civil Services.